

## **How to Create a Coaching Culture - book review**

Authors: Gillian Jones & Ro Gorell

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This book provides an excellent overview and resource book for HR and L&D executives to create the elusive coaching culture and to build the coaching capability within their organisations.

It contains useful and supportive tools and guidelines, such as roadmaps, planning tools, structure, checklists, and policy, to undertake and to equip an organisation on a coaching culture journey. HR execs may especially value the support offered to gain the essential buy-in from senior management, and the authors highlight some key benefits to be gained.

Some more examples of tangible business benefits from the various case studies would have been helpful. The main case study provides an unfolding story of Nancy in HR was useful to bring realism to typical issues encountered.

Whilst comprehensive in its scope, a lot of the broader content already exists for reference elsewhere such as tools for strategy, planning, change, communications with stakeholders, TNAs, etc. At 264 pages, some space could have been saved from links to these existing models and tools.

The appendices has more checklists and of extra value is tool 10 - utilising coaches.

Overall, a helpful compendium and resource guide to enable steerage towards the prize of a functioning coaching culture.

*For help and guidance with creating a coaching culture in your organisation, do contact me for an informal discussion.*

*Peter Welch*